

MAYOR'S COMMISSION ON GROUP RELATIONS

Room 214, City Hall, Newark 2, N. J.

July 15, 1962

MEMORANDUM TO MAYOR HUGH J. ADDONIZIO

FROM ALEXANDER MARK, Chairman, and
DANIEL S. ANTHONY, Director,
Mayor's Commission on Group Relations

SUBJECT: Strengthening and Expanding the
Mayor's Commission on Group Relations

At the risk of repeating some facts which you may know, we shall make just a few points to justify our requests for a realistic strengthening and expanding of the personnel and functions of the Mayor's Commission on Group Relations.

From 1952 to 1962, Newark lost more than 100,000 white residents to suburbia. During the same ten years, 70,000 Negro residents have come here. While New York and Philadelphia show 16% and 25% Negro populations, Newark now has about 38% Negro citizens and this is increasing at a rapid rate. In fact Newark has the largest proportional Negro population of any city north of Washington, D. C.

Also, while other cities have kept abreast of this racial population explosion and tripled their budgets for intergroup agencies, Newark's concern about the human side of urban renewal relocation and Negro-white relations has not kept pace with other progressive cities, or with its own growing needs.

Recognizing the multiplicity of problems which result from this combination of physical, social and psychological changes brought about

by urban renewal and racial transition, it is apparent that many of the crucial human and personal needs of the citizens have not been met because of insufficient personnel and budget to carry out the program established in the Newark Fair Practice Ordinance.

It is a tragic commentary on the inadequacy of our services that we do not even have enough intergroup specialists to meet with families and whole neighborhoods which are in a state of panic and consequently fleeing from Newark because one or two blockbusters have told them: "Sell now before it's too late."

Your Commission on Group Relations firmly agrees with you that measures must be taken to reduce prejudice and discrimination in our City as one way of maintaining the peace and order which it is directed by Ordinance to accomplish.

In accordance with your instructions to spell out the method to strengthen and expand the effectiveness of the Mayor's Commission on Group Relations and to change its name, here are the recommendations we should like to have implemented at the earliest opportunity. We strongly urge that the suggested changes be incorporated in an ordinance to be presented to the City Council at its meeting on August 8, 1962.

1. Change the name of the agency to Newark Commission on Civil Rights, (NCCR)
- * 2. By Executive Order, instruct all Division, Department and Agency heads that they shall henceforth utilize the consultant and advisory services of the Newark Commission on Civil Rights in all

matters pertaining to intergroup, racial, religious and ethnic relations as stipulated in Section 246.6 of the Revised Ordinances of the City of Newark (1959 Supplement). "All City Departments and Agencies shall cooperate with the Commission in all respects."

3. Establish a subcommittee of the Commission on Equal Employment Opportunities to

A. Carry out the provisions of the New Jersey Law Against Discrimination;

B. Follow through on all contracts and sub-contracts of the Public Works and Purchasing Department to see that discrimination resulting from race, religion or national origin is not tolerated by said contractors for the City;

C. Assign one of the Mayor's Administrative Aides to serve as executive secretary of the subcommittee to work directly with the staff and members of the Newark Commission on Civil Rights in this important field of equal employment opportunity.

4. In order to carry out the Mayor's mandates (a) to improve Police-Community relations, (b) to eliminate discrimination and segregation in the public school system, and (c) to establish a "Higher horizons" program in the Newark schools, we strongly recommend that the Mayor designate the Director of the Newark Commission on Civil Rights as his responsible agent and liaison officer in all matters pertaining to community and human relations which involve any questions or problems of a racial, religious or ethnic nature.

5. Because urban renewal and redevelopment with its consequent relocation problems will be a major human relations concern of the Mayor for the next four years, we recommend a special subcommittee on Housing and Relocation. The Housing and Relocation Specialist will become the Commission's liaison officer to the Redevelopment Agency and will work cooperatively with Louis Danzig and George Oberlander in the tremendous task facing us during the next ten years of Newark's Renewal.

Blockbusters and panic peddlers are convincing innocent and naive home owners to sell quick before the neighborhood becomes Negro. The lies about property depreciation because of Negro invasion and inundation have now developed into a cleverly diabolical technique which is changing Newark's residential neighborhoods faster than the two Commission staff members can visit the blocks being busted by Negro and white ^{BLACK & WHITE} ~~realtors~~. We are therefore in great need of a Housing Specialist to spend at least half of his time serving the decent home owners who fall prey to the wiles and tricks of the clever speculators. Actually one expert in each ward is necessary if we are to stem the outward flight to suburbia.

6. If these special desires of the Mayor are to be accomplished effectively and if the functions, powers and duties of the Commission are to be fulfilled during this administration, the Mayor will have to support the Commission, its Director and staff in carrying out the provisions of the Newark Fair Practice Ordinance of October 15, 1952.

(Attached)

We therefore strongly recommend that the following administrative and personnel requests be incorporated at once in a special ordinance.

In view of the fact that the Federal Civil Rights Commission is holding a hearing on Newark's Civil Rights Practices on September 11, 1962, we feel that the following proposals should be submitted by the Mayor to the City Council at its regular meeting on August 8, 1962.

COMMISSION RECOMMENDATIONS

A. Adjust the salary of the Director, making it commensurate with his responsibility and ten years of experience. His annual income must be closer to the range of other Department and Agency heads with whom he will be in constant cooperative contact. His salary is now at its maximum range of \$9,800. Our suggested range for the Executive Director of the Newark Commission on Civil Rights is:

<u>Annual Minimum Salary</u>	<u>Annual Maximum Salary</u>
\$12,000	\$15,000

Increment: \$600 per year

B. Adjust the present range of the Field Worker and Research Assistant from \$5,000 to \$6,800 to:

<u>Annual Minimum Salary</u>	<u>Annual Maximum Salary</u>
\$6,400	\$8,400

Increment: \$400 per year

(Note: This is an established Civil Service position. The requirements are far too high for the current starting salary. After one year of national solicitation and advertising in 1960-61, we were unable to fill this position.)

7. As indicated in Point 5 above, since the Mayor and his Commission on Civil Rights are ultimately responsible for the peace and welfare and good community relations of the citizenry, a Housing and Relocation Specialist in Intergroup Relations is necessary to ease the pains of relocating almost 13,000 Newark families within the next four years and 30,000 within the next ten years. This is a new position for which the Commission is suggesting the following:

<u>Title:</u>	<u>Housing and Relocation Specialist in Intergroup Relations</u>
<u>Annual Minimum Salary</u>	<u>Annual Maximum Salary</u>
\$7,000	\$9,500

Increment: \$500 per year

8. If the heterogeneous racial, religious and ethnic problems of the City of Newark are to be adequately met, trained workers are sorely needed for the special intergroup problems of stabilizing neighborhoods and controlling tension situations. Blocks and whole streets are changing quicker than our present staff can answer the phone calls from home owners in panic.

We therefore require a minimum of five Community Relations Specialists with intergroup training to do the essential "casework" with aggrieved individuals, organizations and neighborhoods. Their special functions and duties will be the following:

- (1) Tension Control and Neighborhood Stabilization Officer:

To promote the organization of community improvement associations. To work with all individuals con-

templating moving from the city for the purpose of killing
the lies, myths and distortions of the speculators and
block busters.

(2) Police-Community Relations Officer:

To work with individual police officers, the Police Academy and the Department in promoting better police-community feelings as regards the treatment of minority groups, and to improve the image of the policeman among complaining groups and persons.

(3) Puerto Rican and Cuban Affairs Coordinator:

To aid in the transition and assimilation of Puerto Ricans, Cubans and other Spanish-speaking citizens in their adjustment to city problems and the urban way of life.

(4) Youth Concerns Coordinator in Intergroup Relations:

To cooperate with the police, the courts and social agencies in the prevention of juvenile delinquency. To give special assistance to the same groups in their work with teen age gangs, Muslim youth, and other youth problems of a racial, religious or ethnic nature.

(5) Schools-Community Coordinator in Intergroup Relations:

To maintain a consultative and cooperative liaison with the Board of Education in its integration, higher horizons, and human renewal programs. To serve the primary and secondary schools principals and teachers in

any areas of the Commission's basic concern of reducing prejudice and eliminating discrimination.

The above five specialists in community organization, police relations, Puerto Rican affairs, youth concerns and school-community coordination will each be assigned to one of the five wards on a part-time basis. They will become experts on the specific intergroup problems of that area of the City.

The salary of each of these five Community Intergroup Relations Specialists shall be:

<u>Annual Minimum Salary</u>	<u>Annual Maximum Salary</u>
\$6,000	\$8,000
<u>Increment:</u> \$400 per year	

With these additional field workers for the Commission, Newark could finally begin to live up to the promise of its Fair Practice Ordinance. It could inaugurate a Human Renewal Program as the necessary counterpart of its massive ten year Urban Renewal efforts. It could aid materially in smoothing the redevelopment and maintaining the peace and harmony of its neighborhoods. But all of this represents no more than an honest approach to the total job which remains if we are to give full meaning to the concept of justice and equality for all people in accord with the Constitution, our State's Anti-Discrimination Law and Newark's Fair Practice Ordinance.